



EXHIBIT 7
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HB 252

Montana Human Rights Network

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List of policies compiled by the Montana Human Rights Network.

Best Buy

<http://www.bestbuy-jobs.com/bestbuy/equal-employment-opportunity/>

Best Buy is committed to a policy of Equal Employment Opportunity (EEO) and maintains an Affirmative Action program. Best Buy will not discriminate on the basis of age, sex, race, color, creed, religion, ethnicity, sexual orientation, gender identity, gender expression, national origin, alienage or citizenship, disability, marital status, military or veteran status, or any other legally recognized protected basis under federal, state, or local laws, regulations or ordinances. Our management is dedicated to ensuring the fulfillment of this policy. When necessary, we will reasonably accommodate employees and applicants with disabilities and with religious requirements necessitating accommodation.

Coca Cola

<http://www.thecoca-colacompany.com/>

Diversity and Equal Employment Opportunity

Coca-Cola is an equal opportunity employer, which means we offer equal treatment to all applicants. Coca-Cola does not discriminate, either directly or indirectly, on the grounds of sex, sexual orientation, trans-sexuality, race, ethnic origin, religion, religious belief, disability, marital status, creed, nationality, national origin, color, age, or any other legally protected category ("Protected Information") in any area of recruitment. In some countries we ask applicants for Protected Information for the purpose of monitoring equal opportunity. This information will be recorded and separated from your application before the selection process begins. In some countries we ask our applicants for Protected Information where this information is required by local law (e.g., ethnic origin will be requested of applicants in South Africa). If you have a disability and would like to indicate as part of your application any relevant effects of your disability and any adjustment which you consider should reasonably be made to the process to assist your application, please do so in the relevant field during the application process.

To the extent the personally identifiable information you provide contains details of your: racial or ethnic origin; political opinions or beliefs; religious beliefs; membership in a trade union or political party; physical or mental health or condition; sexual orientation; commission (or alleged commission) of an offense or related proceedings; job evaluations or educational records, you expressly authorize Coca-Cola to handle such details for the purposes of your job application.

H&R Block Field Associate Handbook

Equal Employment Opportunity & Diversity

It is the policy of H&R Block to provide equal employment opportunities to all associates and applicants for employment without regard to race, color, religion, gender, national origin, age, disability, sexual orientation, status as a veteran or other legally protected status in accordance with applicable federal laws. H&R Block also provides equal employment opportunity to all associates and applicants for employment without regard to marital status. H&R Block complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

H&R Block is committed to achieving an inclusive business culture and work environment in which individual differences are not only recognized, but valued. These differences can provide us with significant benefits. New skills, aptitudes, education and cultures offer valuable perspectives that can lead to new ideas for the business.

It is our goal to create an environment where differences are valued and all associates are a productive part of a high performing team delivering services to our clients.

J.C. Penney
<http://ir.jcpenney.com/>

Employment Laws

The Company's Human Resources policy is to employ, train, promote, and otherwise provide equal terms and conditions of employment to all. The Company offers employment regardless of race, color, religion, national origin, sex, age, physical or mental disability, or sexual orientation.

The Company does not tolerate harassment of any type, including sexual harassment. JCPenney provides its associates wages, hours and other terms and conditions of employment in compliance with applicable federal and state laws.

Merrill Lynch
<http://www.ml.com/>

EEO Statement

Merrill Lynch is fully committed to Equal Employment Opportunity and to attracting, retaining, developing and promoting the most qualified employees regardless of race, gender, national origin, religion, sexual orientation, gender identity, age, disability, veteran status, or any other characteristic prohibited by state or local law.

We recognize that a productive, motivated workforce is a prerequisite to leadership with our clients, our shareholders and in the markets we serve. Among our company's five guiding Principles – *Client Focus, Respect for the Individual, Teamwork, Responsible Citizenship and Integrity – Respect for the Individual* commits every Merrill Lynch employee to treat everyone with dignity and respect and to support an environment of trust and openness where people of different backgrounds can reach their fullest potential.

New York Life Insurance
<http://www.newyorklife.com>

New York Life continually strives to build a diverse workforce, and to ensure that all employees are given equal and ample opportunities to establish successful careers. New York Life is proud to be an Equal Opportunity Employer and fully recognizes and supports the concepts of Affirmative Action. The Company recruits, hires, trains, promotes, compensates, and makes all other personnel decisions on the basis of qualification and merit without regard to race, ethnicity, national origin, citizenship status, age, gender, sexual orientation, marital status, pregnancy or pregnancy-related medical conditions, physical or mental disability, religious or political affiliations, veteran status, or any other basis protected by applicable law.

Qwest
www.qwest.com

QWEST EQUAL EMPLOYMENT OPPORTUNITY

Qwest Broadband Services Inc., is dedicated to equal employment opportunity. We provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, race, color, religion, sexual orientation, national origin, veteran status, or disability. It is our policy to maintain a non-discriminatory environment free from intimidation, harassment or bias.

UPS
www.ups.com

Equal Opportunity and Fair Treatment

We treat each individual fairly, and recruit, select, train, promote, and compensate based on merit, experience, and other work-related criteria. We comply with all laws governing fair employment and labor practices. We do not discriminate against any applicant for employment or any employee in any aspect of their employment at UPS because of age, race, religion, sex, disability, sexual orientation, military status, pregnancy, national origin, or veteran status.

Freedom from wrongful discrimination includes freedom from any form of discriminatory harassment. Prohibited harassment includes conduct that is intended to interfere or that has the effect of unreasonably interfering with a fellow employee's work performance or creating an environment that is intimidating, hostile, or offensive to the individual.

Additional information can be found in the *UPS Professional Conduct and Anti-Harassment Policy* available from Human Resources.

Professional Conduct and Anti-Harassment Policy

UPS encourages a positive work environment through its "Professional Conduct and Anti-Harassment Policy," which prohibits harassment based on race, sex, national origin, disability, sexual orientation, age or religion. New employees receive a detailed orientation on the policy and regular refreshers throughout their UPS careers.

Verizon

<https://www22.verizon.com/about/careers/pdfs/CodeOfConduct.pdf>

1.1 Diversity and Equal Opportunity Commitment

At Verizon, Diversity means embracing differences and cultivating an inclusive organization that reflects our marketplace and leverages the diversity of employees, customers, suppliers, and community partners because it's the right thing to do and drives business success.

Verizon is committed to attracting, developing and retaining a highly qualified, diverse and dedicated work force. It is Verizon's policy to comply fully with all laws providing equal opportunity to all persons without regard to race, color, religion, gender, sexual orientation, age, national origin, disability, military service or status, veteran status, marital status, citizenship status, or any other protected category under federal, state or local law. For company business, Verizon will use facilities, sponsor events or maintain memberships only at businesses or organizations that do not have exclusionary membership practices.

Walgreens

<http://diversity.walgreens.com/>

Walgreens values the diverse backgrounds, experiences, knowledge, and skills of all employees, and is committed to equal employment opportunity and fair treatment of all individuals, both applicants and employees, based on job-related qualifications and without regard to race, color, religion, national origin, citizenship status according to the Immigration Reform and Control Act of 1986, sex, sexual orientation, gender identity, age, disability, or veteran status.

As part of its commitment to equal employment opportunity, Walgreens has established comprehensive policies and programs to ensure compliance with all applicable federal and state labor and employment laws. Walgreens equal employment opportunity policy applies to all aspects of the employment relationship, including hiring, job assignment, training, transfer, promotion, rate of pay, discipline, and termination.

Treating all employees and applicants with dignity and respect is one of Walgreens' core values. Walgreens believes that all employees should work in an environment that is free from discrimination, intimidation or harassment based on race, color, religion, national origin, citizenship status, sex, sexual orientation, gender identity, age, or disability or any personal characteristic. Harassment of employees by anyone, including co-workers, supervisors, customers or vendors, is not tolerated. Anyone found to have violated this policy will be subject to serious disciplinary action, up to and including termination of employment.

Weyerhaeuser

<http://www.weyerhaeuser.com/Company/Careers/Policies>

Discrimination Policy

At Weyerhaeuser, our employment practices are conducted in a manner that will not discriminate against any employee or applicant because of age, race, color, religion, gender, marital status, national origin, sexual orientation, veteran status, or disability.